

For the first time, the Good Recruitment Benchmark Assessment Programme will enable organisations to effectively benchmark their performance against their peers in a rigorous, objective and confidential way.

Each benchmark award collects detailed and carefully validated data to provide an insightful “health check” of the overall internal recruitment function. The Good Recruitment Assessment will become the benchmark for organisations working towards improving performance through better talent acquisition.

The programme uses a ‘maturity model’ to enable effective objective comparisons.

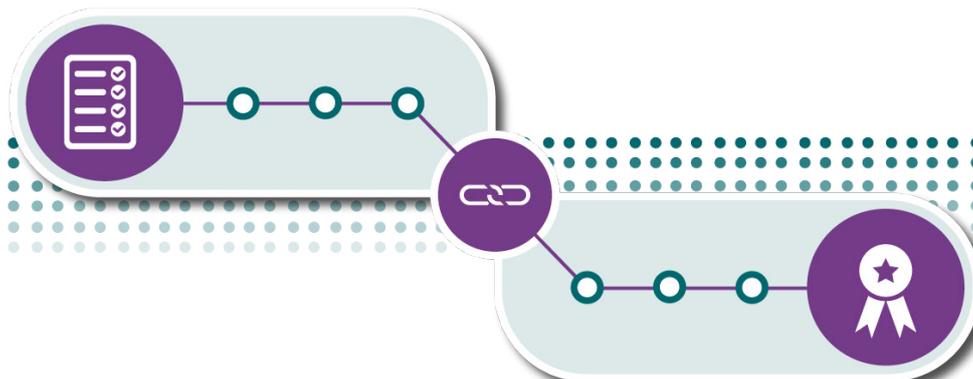
Each participant will receive a report formed of a series of detailed dashboards showing an overall score for their TA function, scores for each category and individual scores for each individual question where they have submitted a response. In a talent scarce world, industry benchmarks are the most insightful markers. They show not only how you compare, but where you can improve.



All submissions are held confidentially although individual organisations will be able to understand how they perform across a range of key measures benchmarked against their peers. Your data will be consolidated into all the returns to provide anonymous benchmarking data. This anonymous data will be shared with all entrants to the benchmarking process.



All individual company data will be strictly confidential. We may ask to share some examples of outstanding best practice but permission for this will be explicitly sought.



To recognise best practice across the benchmarking process we are also launching the Good Recruitment Awards with a gala dinner to be held on the 27th September in London.

The shortlisting process for each benchmark award category will be entirely driven by the benchmark scores. A panel of independent judges will then determine the winners from each category as well as special awards for innovation, the best Talent Acquisition team and an overall winner.

Entrants may choose to opt out of the awards process and receive only their benchmark results. There is no additional cost for entering the awards process.



The awards programme will celebrate both excellence in talent acquisition and effective recruitment based on values of fairness, inclusivity and openness.



[Learn more about Awards here](#) ➤



[Register here](#) ➤

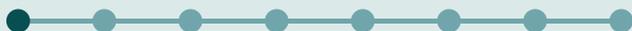


## EXAMPLE QUESTIONS

Participants are asked to rate themselves against a scoring system

### Category 1: Candidate Experience

1. Rate how well your Candidate Experience strategy and activities are built into your overall hiring strategy
2. Rate how well your career website and ATS drive application
3. Do you invite candidates to go on Glassdoor and ask them to write a review



### Category 2: Diversity & Inclusion

1. How effective were your D&I recruitment efforts over the last two years for Board Operating Committee appointments?
2. How does the percentage of job offers made to ethnic minorities who live within the commutable area where you are located?
3. How effective are your processes to ensure that disabled candidates are able to access the recruitment process?



### Category 3: Employer Brand & Candidate Attraction

1. How effective is Talent Acquisitions Team's collaboration with the marketing department to leverage expertise to create your employer brand?

2. Rate your organisation's effectiveness at communicating its distinctive values and characteristics through the following:

- |                                |                                 |
|--------------------------------|---------------------------------|
| <b>A.</b> Recruitment agencies | <b>D.</b> Social Media Channels |
| <b>B.</b> RPO Providers        | <b>E.</b> Employee Advocacy     |
| <b>C.</b> Job advertisements   |                                 |

3. Rate the effectiveness of communicating your employer brand to reflect the values of applicants in the following areas:

- |   |   |
|---|---|
| <b>A.</b> Flexible working practises    | <b>E.</b> Spirit of teamwork & cooperation  |
| <b>B.</b> Developing a career portfolio | <b>F.</b> Corporate & social responsibility |
| <b>C.</b> Learning Organisation         | <b>G.</b> Diversity & Inclusion             |
| <b>D.</b> Enhanced responsibility       |   |



### Category 4: Employee Flexibility

1. Please indicate your effectiveness at being willing to offer the following work practises from your vacancies:

- |   |  |
|---|--|
| <b>A.</b> Part-time working                     | <b>D.</b> Remote working/working from home full time |
| <b>B.</b> Job-share                             | <b>E.</b> Working outside school holidays only       |
| <b>C.</b> Mostly on site with some home working |  |

2. How would you rate the % of your job offers to managers which met one of the criteria listed in question 1?

3. How would you rate the benefits offered to employees on flexible contracts compared to those offered to full time employees?



### Category 6: Recruitment Planning & Effectiveness

1. Rate the following aspects of your hiring effectiveness:

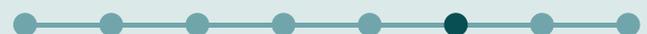
- |   |   |
|---|---|
| <b>A.</b> Hiring manager satisfaction - quality of candidates | <b>D.</b> Rate overall time to hire                                   |
| <b>B.</b> Job offer vs acceptance rates                       | <b>E.</b> Rate perceived success of culture fit with the organisation |
| <b>C.</b> Rate % of vacancies of jobs filled                  | <b>F.</b> Rate Measured link to business outcomes                     |

2. Rate your effectiveness at hiring candidates from the following sources:

- |  |                                 |
|--|---------------------------------|
| <b>A.</b> Employee Referral              | <b>C.</b> Direct sourced by RPO |
| <b>B.</b> Direct sourced through TA team | <b>D.</b> Agency                |
|  | <b>E.</b> Other third parties   |

3. Rate the quality of your data for:

- |  |  |
|--|--|
| <b>A.</b> By stage in the process (TA Screen, TA i/v, other assessment, line manager i/v, offer) | <b>D.</b> Vacancies vs. & of roles filled                        |
| <b>B.</b> Hiring effectiveness split by level of roles   | <b>E.</b> No. of candidates not joining after accepting position |
| <b>C.</b> No of applicants per hire  | <b>F.</b> Attrition  |
|  | <b>G.</b> Diversity f hires                                      |



### Category 5: Onboarding

1. How clear are the steps required to create and agree an offer before presentation to a candidate?

2. How clear are the steps to deliver and manage an offer to the candidate?

3. How clear is your character reference taking process?



### Category 7: Recruitment Supply Chain Effectiveness

1. Rate the effectiveness of your sourcing and identification process for the following:

- A. Recruitment agencies for a PSL
- B. Specialist or "ad-hoc" non-PSL recruitment agencies
- C. Recruitment Process Outsourcing
- D. Recruitment Solution service providers e.g. (assessment, video interviewing)
- E. Recruitment System providers (e.g. ATS providers)
- F. Other recruitment supply chain providers

2. How effective are you at communicating with the following provider types regarding your corporate objectives, standards and culture?

- A. Recruitment agencies for a PSL
- B. Specialist or "ad-hoc" non-PSL recruitment agencies
- C. Recruitment Process Outsourcing
- D. Recruitment Solution service providers e.g. (assessment, video interviewing)
- E. Recruitment system providers (e.g. ATS providers)
- F. Other recruitment supply chain providers

3. How effective are you at communicating with the following provider types regarding your corporate objectives, standards and culture?

- A. Recruitment agencies for a PSL
- B. Specialist or "ad-hoc" non-PSL recruitment agencies
- C. Recruitment Process Outsourcing
- D. Recruitment Solution service providers e.g. (assessment, video interviewing)
- E. Recruitment system providers (e.g. ATS providers)
- F. Other recruitment supply chain providers
- G. N/A e.g. handled by Procurement

### Category 8: Youth and Graduate Engagement

1. How important is it that your organisation targets the following talent pools?

- A. School Leavers at 16
- B. School leavers at 18
- C. Apprenticeship candidates
- D. Recent university graduates

2. How well do you support further study for school leavers and graduate hires as part of their offer package?

3. Rate the effectiveness of your internship programme attracting and filling permanent vacancies



[Get Started](#)

